

CITY OF LINCOLN BENEFIT PACKAGE!

* RETIREMENT PLAN:

Civilian employee contributes 3% of the first \$4,800 of compensation and 6% of remaining compensation. The City will make matching contributions equal to 6.3% of first \$4,800 plus 12% of compensation in excess of \$4,800. Police and fire employees have a defined benefit pension plan.

* HEALTH INSURANCE:

	ATU	IAFF	LCEA	LPU	NAGE & X	M, E & DSS
Single	98%	98.5%	95%	98%	98%	95%
2/4	78%	84%	84%	78%	82%	84%
Family	78%	84%	84%	78%	82%	84%

* DENTAL INSURANCE:

	ATU	IAFF	LCEA	LPU	NAGE & X	M, E & DSS
Single	50%	97.5%	75%	100%	50%	75%
2/4	50%	85.5%	67.5%	66%	50%	67.5%
Family	50%	85.5%	67.5%	66%	50%	67.5%

* LIFE INSURANCE:

	ATU	IAFF	LCEA	LPU	NAGE & X	M, E & DSS
Basic Life	\$30,000	\$30,000	\$50,000	\$30,000	\$30,000	\$50,000

Basic Term Life paid by City with option to buy \$100,000 voluntary employee coverage and dependent coverage available at employee cost.

* DEFERRED COMPENSATION

Tax sheltered savings for retirement. \$15,000 maximum contribution for 2006 tax year.

* FLEXIBLE EMPLOYEE BENEFIT ACCOUNT

Income Tax Savings. Three accounts available - premium account, dependent care and miscellaneous medical.

* VISION INSURANCE

* LONG TERM DISABILITY

One-half of salary up to \$3,000 per month after 6 months of disability.

- * DIRECT DEPOSIT
- * BUS PASSPORTS
1/2 price
- * MUTUAL FUNDS
- * ROTH IRA
- * CREDIT UNION
- * COLLEGE SAVINGS PLAN
- * WELLNESS PROGRAM
- * POST EMPLOYMENT HEALTH PLAN (PEHP)
Available for some City positions.
- * VACATION
Hours vary based upon length of service.
- * SICK LEAVE
Earn 12 days per year.
- * HOLIDAYS
7 - 10 regular holidays & 0 - 2 noncumulative personal holidays per year depending on bargaining unit.
- * SIX MONTH PROBATIONARY PERIOD
- * MERIT INCREASES
Eligible annually until maximum of range is reached.

NOTE: Vacation, sick leave and holiday for part-time employees are prorated based on hours worked.

Must be regularly scheduled to work 30 hrs. or more per week to be eligible for health, dental and life insurance.

Must be regularly scheduled to work 20 hrs. or more per week to be eligible for retirement plan.

Eligible employees may elect health and dental coverage to begin first of month after hire date. Employees are responsible for 100% of the monthly rate.

Eligible employees may elect health and dental coverage to begin first of the month following 90 days of employment. The employer contribution will begin at this point.